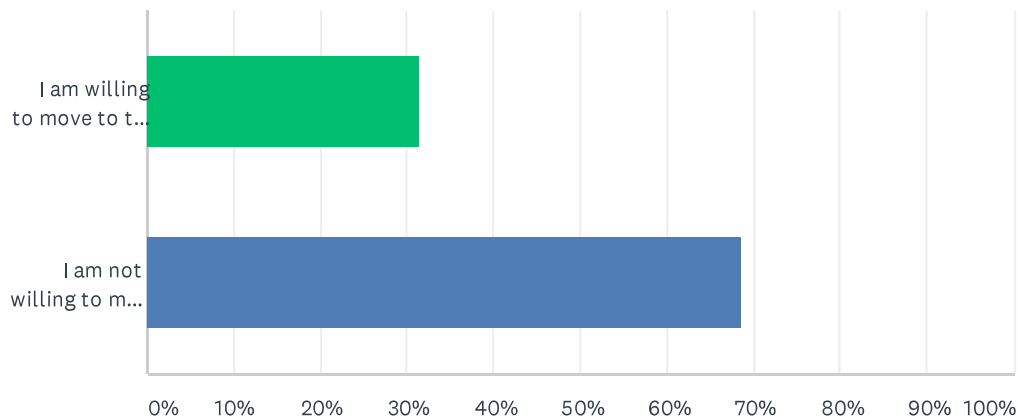


Q1 Based on the proposed safety measures such as using dividers (height unspecified), deactivation of one desk in two, and the right to use the same desk every day: Sur la base des mesures de sécurité proposées comme l'utilisation de panneaux de séparation (hauteur non spécifiée), l'utilisation d'un bureau sur deux et le droit d'utiliser un même bureau tous les jours :

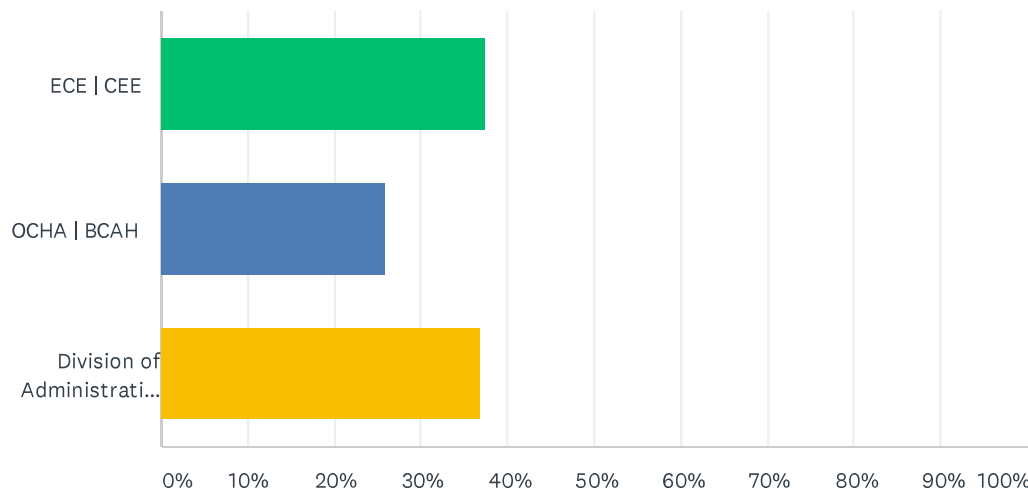
Answered: 321 Skipped: 0



ANSWER CHOICES	RESPONSES	
I am willing to move to the H buildingJe suis prêt (e) à déménager dans le bâtiment H	31.46%	101
I am not willing to move to the H buildingJe ne suis pas prêt (e) à déménager dans le bâtiment H	68.54%	220
TOTAL		321

Q2 I work in: Je travaille:

Answered: 321 Skipped: 0

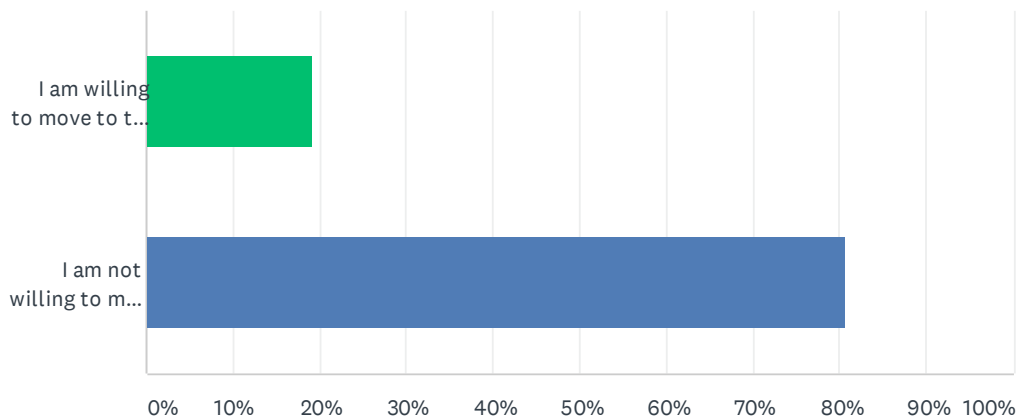


ANSWER CHOICES	RESPONSES	
ECE CEE	37.38%	120
OCHA BCAH	25.86%	83
Division of Administration Division de l'administration	36.76%	118
TOTAL		321

Q1 Based on the proposed safety measures such as using dividers (height unspecified), deactivation of one desk in two, and the right to use the same desk every day: Sur la base des mesures de sécurité proposées comme l'utilisation de panneaux de séparation (hauteur non spécifiée), l'utilisation d'un bureau sur deux et le droit d'utiliser un même bureau tous les jours :

Filtered: ECE

Answered: 120 Skipped: 0

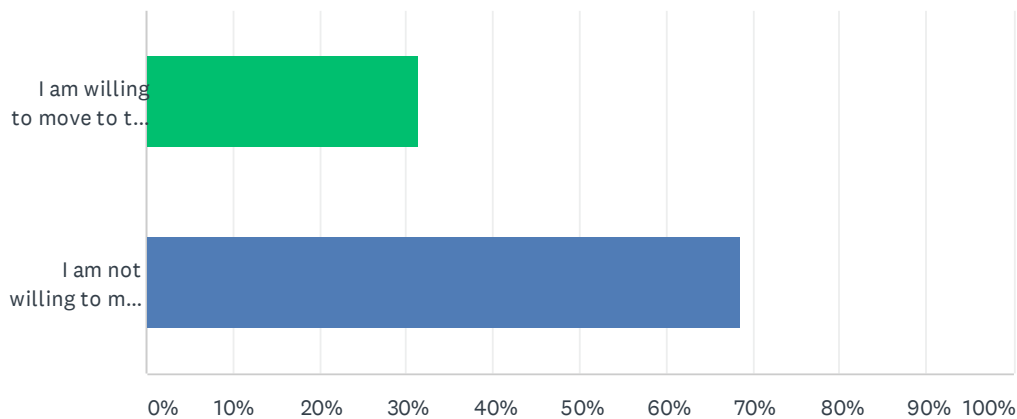


ANSWER CHOICES	RESPONSES	
I am willing to move to the H buildingJe suis prêt (e) à déménager dans le bâtiment H	19.17%	23
I am not willing to move to the H buildingJe ne suis pas prêt (e) à déménager dans le bâtiment H	80.83%	97
TOTAL		120

Q1 Based on the proposed safety measures such as using dividers (height unspecified), deactivation of one desk in two, and the right to use the same desk every day: Sur la base des mesures de sécurité proposées comme l'utilisation de panneaux de séparation (hauteur non spécifiée), l'utilisation d'un bureau sur deux et le droit d'utiliser un même bureau tous les jours :

Filtered: OCHA

Answered: 83 Skipped: 0

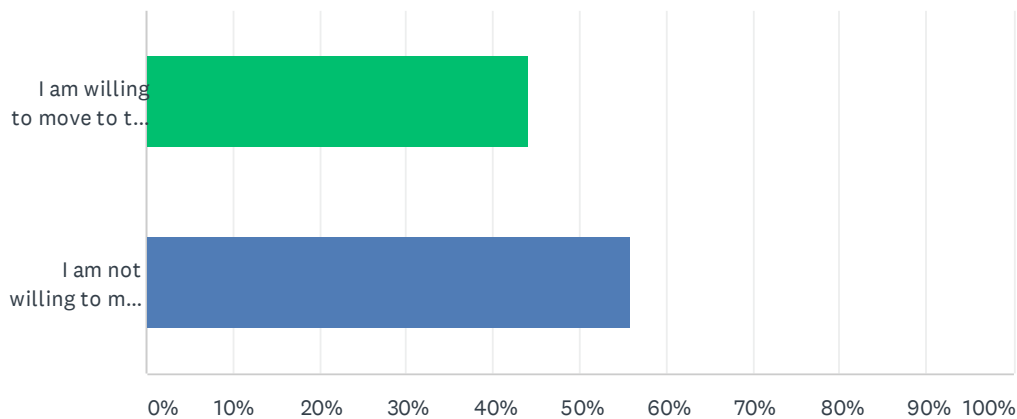


ANSWER CHOICES	RESPONSES	
I am willing to move to the H buildingJe suis prêt (e) à déménager dans le bâtiment H	31.33%	26
I am not willing to move to the H buildingJe ne suis pas prêt (e) à déménager dans le bâtiment H	68.67%	57
TOTAL		83

Q1 Based on the proposed safety measures such as using dividers (height unspecified), deactivation of one desk in two, and the right to use the same desk every day: Sur la base des mesures de sécurité proposées comme l'utilisation de panneaux de séparation (hauteur non spécifiée), l'utilisation d'un bureau sur deux et le droit d'utiliser un même bureau tous les jours :

Filtered: DoA

Answered: 118 Skipped: 0



ANSWER CHOICES	RESPONSES	
I am willing to move to the H buildingJe suis prêt (e) à déménager dans le bâtiment H	44.07%	52
I am not willing to move to the H buildingJe ne suis pas prêt (e) à déménager dans le bâtiment H	55.93%	66
TOTAL		118

**Q3 Please give us any comments that you might have:Merci d'introduire
vos commentaires:**

Answered: 168 Skipped: 153

#	RESPONSES	DATE
1	Il est patent, en regard de la présente pandémie qu'une telle solution n'est plus appropriée.	5/26/2020 6:04 PM
2	Of 97 people who got sick in a 12 storey building in South Korea, 94 of those 97 worked on the 11th floor, in open space. Of the persons who worked on the 11th floor of that building, 43.5% contracted COVID-19 over a time period of just 16 days. If we are moved to open space, we will not just be in open space for 16 days - we will need to work there for the full time that the S building is renovated. If the statistics of exposure to COVID-16 for 16 days in an open space environment are an infection rate of 43.5%, the infection rate for staff having to continue to work in an open space environment for an extended period time will clearly be considerably higher. The UN says its most valuable resource are its staff. How then can the UN justify forcing its staff to move into open space when it is now very clear that doing so will put not only the health of its staff at risk, but even more crucially, their lives and the lives of their loved ones? If UN senior management proceeds to force staff to work in an open space environment before the COVID-19 situation is fully resolved, it will have blood on its hands. Senior management will be even more culpable given that it is common knowledge that there is another perfectly feasible and low-cost option available. That is not to demolish the E building in the foreseeable future but rather to use it to enable staff to work in a non-open space environment.	5/22/2020 10:38 PM
3	Votre enquête semble entièrement biaisée, j'espère donc que vous n'accorderez aucune crédibilité aux réponses. Je suis convaincu que l'ONUG offrira un environnement de travail sûr, aussi toute discussion sur le fait de ne pas vouloir aller dans le bâtiment H ressemble à un abandon de poste. J'aimerais que vous commenciez à représenter ce qui pourrait être une majorité silencieuse de vos membres qui se réjouissent réellement de travailler dans le nouveau bâtiment et qui peuvent comprendre les avantages qu'il apporte. Il n'y a pas d'argent pour construire plus d'espace de bureau ou modifier ce que nous avons, donc à moins que vous ne vouliez que l'ONU Genève se mette à l'écart du marché, il est temps de reconnaître que les lieux de travail flexibles sont la voie à suivre.	5/21/2020 5:06 PM
4	In my opinion it is too early to move considering the current situation.	5/21/2020 10:04 AM
5	I'm only willing to move to the H building if occupation is at 25% of what was planned originally and if airflow in the building is limited and they use high-level filters and if windows can be regularly opened and if temperatures are kept as high as comfortable (at least 25C) and humidity can be kept at around 50%, and all have their own keyboard/mouse and chair (and screens and desktops are cleaned when staff change desk). So all should be possible, it is not or or or but and and and. Also: enough single rooms have to be available for colleagues to have virtual meetings (now they planned small meeting rooms for multiple colleagues to attend but this now cannot be in one single room but has to be in multiple. So tripling of small meeting rooms is necessary.	5/20/2020 5:22 PM
6	mauvais pour la santé	5/20/2020 4:14 PM
7	Question 1 is entirely hypothetical: it seems to assume that (i) by Q1 2021 we will still be in a health crisis, (ii) the new building will be ready despite the prolonged restrictions on activity that would surely remain in place if the health crisis did not subside, (iii) UN staff will be asked to work full time at the premises despite the health crisis, and (iv) the actual safety measures will be exactly those described above, no more, no less. Neither of these assumptions are particularly plausible. (i) if by Q1 2021 we still don't have the health crisis under control, open plan office space is the least of our worries. But it is likely that by then, the pandemic will have subsided through a combination of better testing and risk management, better therapeutics, and possibly a vaccine and acquired immunity. (ii) if the health crisis wasn't coming under control in the coming months, surely Switzerland would maintain and re-impose restrictions, including in the work place, and this would cause further delays in the completion of the new building, and we would not be able to move in Q1 2021 whether we want to or not; (iii) if the health crisis was not coming under control in the coming months, surely the UN would maintain its remote working arrangements and would not ask us to move to the new building; (iv) according to the preface to this survey, Management is "looking into options such as" the ones listed in question 1. This does by no means imply that the actual measures being put in place will be exactly those 3. It is entirely possible that these 3 would be implemented, plus others, or that a subset of the 3 would be implemented, plus others, or a completely different set would be implemented. Also, I have seen that people in Geneva are willing today to have lunch at restaurants with tables interspersed more widely and with dividers between tables. By the first quarter of 2021, the epidemiological situation is likely to be far less risky than today. So IMO anyone today citing Covid as a reason not to move to the new building is in reality refusing because they have been opposed to open plan all along for totally different reasons, and they are using Covid as an excuse.	5/20/2020 3:53 PM

Survey on moving to the H building Enquête sur le déménagement dans le bâtiment H		SurveyMonkey
8	Open spaces are dangerous and not necessary; if i have a choice, i will not move; if i am forced to, then i will use maximum allowed days for teleworking.	5/20/2020 3:16 PM
9	You should have asked about whether people have changed their mind about moving to the H-building - Take my example - I am really worried about the open space - I was not the case before COVID-19 , but now I am 100% against open space and moving and I really would like to have medical experts involved in explaining how this type of working can be made save for current and future waves of air transmitted diseases ... Thank you for this survey	5/20/2020 1:21 PM
10	I think that we have well demonstrated the ability to telecommute. I hope that managers learn to be flexible to meet the needs of individual staff, which is to say that some people need to be in the office (and safe) to do their best work and others will perform better working remotely. I do not find it at all compelling that we should work in an office just to prove that we can't telecommute and we should be paid a post adjustment for switzerland. That's just as cynical as UN detractors saying "we shouldn't pay post adjustment because anyone can work from anywhere". I also find it completely absurd that our employers would treat it as a "benefit" that we get to pay for the rent of our own offices rather than be supplied an adequate space. If they want to insist that we work from home, rent us space in our homes. If they want to insist that we work from an office, guarantee our safety and a space that's optimized for our productivity.	5/20/2020 12:22 PM
11	I am ok to move. Honestly, let's just move on. It feels like everything is done to stop this project. Plus, we have to have Covid at some point... The people at risk could be given a specific space or work from home.	5/20/2020 12:19 PM
12	The health risks- wether covid or others - are significant in open space. We have no reason to move.	5/20/2020 11:41 AM
13	Given the offered conditions, I consider that it is not safe to work in the open-space environment.	5/20/2020 11:40 AM
14	I hope that physical distancing rules are applied for the physical space and remain that way beyond COVID-19. I am concerned about the spread of colds/flu for normal times	5/20/2020 11:36 AM
15	Need info on cleaning/disinfection, use of the booths staff are supposed to use for confidentiality/privacy, safety of air conditioned system, safety of storage spaces, etc,	5/20/2020 11:20 AM
16	Telecommuting option should be ensured, additional health monitoring measures should be introduced (i.e. on the basis of UMOJA data on absense) and other needed measures should be taken as early as possible in case of deterioration of the epidemiological situation for the building/organization. A question remains on measures to be taken for pure air conditioned office space.	5/20/2020 11:06 AM
17	-	5/20/2020 10:55 AM
18	There is a growing evidence and understanding that the open-space approach requires serious modifications in order to address health safety concerns, in consultation with the staff involved. The current SHP proposal doesn't provide answers to these concerns. Therefore, I am not willing to move to the H building.	5/20/2020 10:44 AM
19	I had misgivings about hotdesking before the covid-19 crisis and the crisis has reinforced my negative views. People will probably stick to the same desk everyone out of fear but will also do all they can to work from home to stay safe.	5/20/2020 10:44 AM
20	Willing to move so long as appropriate precautions are taken to secure my health.	5/20/2020 10:31 AM
21	Besides the fact that it will impact our productivity, there are serious concerns about potential consequences for our health. Plastic dividers will not resolve the problem of exposure to contaminated air. No modern air circulation system can replace the opportunity to open windows and get fresh air as a preventive measure for any virus being spread.	5/20/2020 10:31 AM
22	This initiative of hot desking is not the best, especially with the "new normal"	5/20/2020 10:30 AM
23	The measures taken are not enough! Impossible to work in an open space with the Corovnarivirus around!	5/20/2020 10:30 AM
24	The situation is already quite complicated due to the pandemic, so any over-exposure to risks of the then open space (air circulation, proximity etc.) can only aggravate it. Dividers usage is just a palliative solution, with very limited benefits. Clearer and more effective partition should be envisaged, despite the subsequent costs.	5/20/2020 10:28 AM
25	I'm willing to move to the H bldg considering all preventive measure and single occupancy desk is provided.	5/20/2020 10:28 AM
26	The risk of spreading the virus is too high. Need to clean everytime everywhere, desks as	5/20/2020 10:27 AM

well as meeting room.

27	The biggest issue for me is having the same desk every day and that colleagues are conscious about not coming in sick.	5/20/2020 10:25 AM
28	We are lucky to be employed while much of the world is now unemployed. The H building is a modern and healthy building design. We should thank our management and member states for providing us with this positive and progressive working environment.	5/20/2020 10:25 AM
29	Using one desk in two will mean that only half of the staff will have a workplace and others need to work from home. With this a lot of the costs will be shifted to staff (internet, electricity, heating, cleaning, etc.) without any compensation. We have seen now with the remote working how much less efficient the work becomes - much more time is needed for explaining and talking via teleconferences, and less on actually doing the work. Studies show that in closed spaces the virus spreads to all corners and the probability of catching it is very high when you spend 8 hours in the room. See https://www.erinbromage.com/post/the-risks-know-them-avoid-them?campaign_id=51&emc=edit_MBE_p_20200512&instance_id=18405&nl=morning-briefing&regi_id=130390769&section=whatElse&segment_id=27349&te=1&user_id=089559b117c314d63806511a3d8b9ed1	5/20/2020 10:24 AM
30	Dividers are smokescreens!!!! It's a farce to make us believe the virus won't spread throughout the open space!!! I will not expose my health safety and those of my relatives and friends to accommodate considerations by the Mgt. to 'stick to plan A'.	5/20/2020 10:24 AM
31	I would prefer that there were more than 2 options above. The situation is complex and not black and white. Has a hybrid approach been explored? Are any other adaptations being considered (i.e. some office spaces for at-risk people who might prefer them)? Adaptations to teleworking?	5/20/2020 10:24 AM
32	Keep safe.	5/20/2020 10:19 AM
33	Before moving to the new building it is required to know the exact measures suggested and these have to be validated by the staff. Costs reasons cannot justify putting at risk the staff.	5/20/2020 10:19 AM
34	Promiscuité - Risque trop important de transmission des virus	5/20/2020 10:18 AM
35	I could imagine if we were already in the H building and the COVID-19 was among us.	5/20/2020 10:18 AM
36	Need same desk every day	5/20/2020 10:18 AM
37	It is dangerous taking into account the current situation, unless the vaccine against COVID-19 is found	5/20/2020 10:17 AM
38	Open space coupled with ventilation system with no possibility to open windows creates dangerous conditions for health. I have asthmatic problems.	5/19/2020 10:32 PM
39	Not safe to sit in the open space for health reasons.	5/19/2020 8:59 AM
40	We are currently discussing the arrangements when we go back to work and the idea is not to have 2 people in one and the same office at any time. The corona virus is not going to disappear (as the AIDS virus appeared and never disappeared). The SHP project was based on wrong premises with regard to the risks of epidemics, among other things. Hundreds of millions of USD were planned to be spent without due regard to the risks. Why should now staff be wrong, if the concept was not their mistake. Moreover, changes should be made asap with regard to the contracts for the restauration of hte Palais, and not wait until it really becomes late.	5/18/2020 4:47 PM
41	I'm not convinced that open space working arrangement is in the best interest of the staff member, and with Covid 19 that could spread like wildfire, you can be certain that if one staff members is contaminated, then soon, the majority of staff members will be contaminated within a few days.	5/18/2020 2:38 PM
42	Sharing time between office with security measures in place and home-working - moving in my opinion is possible	5/18/2020 11:57 AM
43	Le concept du bâtiment ne me convient pas sur plusieurs plans.	5/18/2020 9:41 AM
44	one cannot promote social distancing measures while at the same time bring staff to work in open space, the dividers if they are too small they will not serve their purpose, if they are too high they will limit access to day light,	5/18/2020 9:29 AM
45	My family member is in a risk group and I have to be extra careful with my exposure. An open office would expose me to the virus unnecessarily.	5/16/2020 4:39 PM

46	I think how I will feel about the move will nevertheless depend a lot on the situation at the time, which is impossible to predict 100%.	5/16/2020 12:08 PM
47	Open space is not compatible with the requirements of health safety. Even if the above measures are implemented, circulation of viruses and other harmful particles are not prevented, but exaggerated within the closed ventilation system. Possibility to open windows shall be provided. Also, SHP team must stop taking about money when the matter concerns health as it contradicts SG, DG and ES messages, all stressing that the staff health is the priority. ECE was expected to move to H building temporarily. Why not to save money on moving and let us work on a rotation basis from our offices in Palais/homes. Palais can be renovated with a "slot-by-slot" approach: one slot is closed and renovated, then other etc, and we can move from one part to another. Most renovation will be in corridors. For Palais, plans for kitchenettes and "collaborative space" that staff repeatedly told are not needed, shall be dropped and this space shall be used for more offices.	5/15/2020 11:18 PM
48	Je pense que les espaces de travail de type bureaux paysagers ne sont pas adaptés aux risques sanitaires que nous traversons en ce moment ni à ceux qui pourraient se présenter dans le futur. Il est vital de repenser le bâtiment H afin de vraiment garantir une sécurité sanitaire optimale pour TOUS les collaborateurs, et ce quels que soient les investissements financiers que cette conformité impliquera.	5/15/2020 1:21 PM
49	A/C should be deactivated or at least fresh air should be circulated instead of recycled one. Windows should be modified in order to be opened for the air to circulate.	5/15/2020 1:12 PM
50	Nature of our work requires concentration and we need a quiet place to perform efficiently. Too many people around and noise will cause a lot of distraction. It causes stress as well. Fear of catching virus easily as the place will be shared with so many colleagues. Hygiene is very important to keep a safe working place. Afraid that the office equipment(s) use is shared by others if it's hot desking. It is a waste of time installing computer in the morning and removing the same at close of business. Everyone is different, each one has specific requirements to be able to work to the max and at the same time comfortably.	5/15/2020 11:00 AM
51	How social distancing would be ensured in tight open office areas? please do not just add plexiglas to the expected furniture!!!	5/15/2020 9:45 AM
52	I am scared.	5/14/2020 10:56 PM
53	Je suis pas sûre que ces mesures soient suffisantes pour réduire le contact et franchement je n'ai pas envie de prendre le risque. En plus on sait depuis longtemps que travailler dans un open space réduit la performance des travailleurs.	5/14/2020 6:37 PM
54	I am a staff at risk with the COVID-19. High blood pressure.	5/14/2020 5:52 PM
55	I am happy in my office with other colleagues.	5/14/2020 5:26 PM
56	Making disinfectant wipes available for use and guarantee of a thorough clean every evening will help reassure staff.	5/14/2020 4:50 PM
57	I see no issues in working in Building H, as it will offer better protection from viruses than my work space in the Palais	5/14/2020 1:52 PM
58	I'm not too concerned to be honest. We'll be in so many other communal spaces at work or in our regular day-to-day life, that I don't think it will make much difference if we're in open space or not.	5/14/2020 1:49 PM
59	My biggest concern is distance from Nations, and finding a green solution that is convenient for the 51% of staff who walk, cycle and take public transport.	5/14/2020 11:44 AM
60	- Des mesures de nettoyages supplémentaires doivent également être mises en place (plusieurs nettoyages quotidiens des portes, boutons d'ascenseurs, imprimantes, concentration booths et salles de réunions...). - Etudes plus poussées nécessaires sur le système de ventilation pour limiter la diffusion des germes	5/14/2020 11:31 AM
61	Whatever decision is taken by the management, one of the most important factors to be taken into account is the health, well-being and safety of staff.	5/14/2020 11:08 AM
62	I was in two minds about moving to the H building, until I started reading up about how people working in open space are like sitting ducks in a pandemic. Why should we be exposed to this virus? That UNOG still wants to move us there is shocking and inhumane.	5/14/2020 11:07 AM
63	Open-space option was never appealing to me: I deal with statistics/numbers - and I feel distracted (prone to errors) if working in open space. After pneumonia (COVID?), I am even scared to stay for prolonged time in this type of space. At the same time, we are many at home. My preference is to stay in Palais, in my "old" office.	5/14/2020 10:47 AM

64	Etant donne le peu de recul face a la situation actuelle, je trouve irresponsable de vouloir nous proposer de telles conditions de travail. Une solution doit etre trouvee afin que nous puissions demenager en toute securite, surtout a la date indiquee qui cette annee a ete le debut des mesures prises par l organisation au sujet de la pandémie.	5/14/2020 10:45 AM
65	event before the pandemic it was very ambitious idea to move everyone on the same and open floor. I hope this idea is dropped and better arrangements are made.	5/14/2020 10:40 AM
66	except if sanitary conditions, based on Swiss and international rules, are insured	5/14/2020 10:34 AM
67	Je suis prêt à déménager dans le bâtiment H, mais il faudrait revoir le principe de bureau partagé qui semble ne plus être adéquate à la situation actuelle, ainsi que aménagement des espace de travail pour permettre la mise en place des mesure de distanciation social.	5/14/2020 10:21 AM
68	I would wish that SHP stop using as main argument that this GA décision, or that budget does not allow it, or that it is too late now to change. I think it is time to reconsider the SHP project and I understand it is here, but we should make a best use of it. Maybe consider the glass dévideurs, etc. The SHP team should closely work with staffs, the transition team (P5, P4 and P3) should be defending staff interests, not SHP's. And find the best solution in the current situation.	5/14/2020 9:53 AM
69	Need for secure personal work space to avoid any risk of virus infection.	5/14/2020 9:19 AM
70	Bonjour, Je pense que ce type de bureaux ouverts n'est pas une bonne solutions pour un centre internationale avec 7 langues officielles ! Beaucoup d'entreprises internationales regrettent ces aménagements. Je joins des liens sur des enquêtes : https://www.lemonde.fr/idees/article/2019/01/09/les-nouveaux-espaces-de-travail-ouverts-et-non-attribues-creent-une-instabilite-emotionnelle-et-physiologique_5406551_3232.html https://www.seco.admin.ch/dam/seco/fr/dokumente/Publikationen_Dienstleistungen/Publikationen_Formulare/Arbeit/Arbeitsbedingungen/Broschueren/Grossraumbueros.pdf.download.pdf/Brosch%20Grossraumbu%CC%88ros%20A5_f_web.pdf Il est dommage pour le Palais des Nations, un centre international avec des salles majestueuses de ce voir raccrocher un bâtiment nommé Campus ! Salutations	5/14/2020 9:09 AM
71	C'est exactement dans ces circonstances que les open space montrent leur limite. Le droit à la santé qui fait partie des Droits de l'Homme devrait primer sur le travail. Nous ne savons pas combien de temps va durer cette pandémie et il y en aura peut être d'autres à l'avenir, donc limiter les risques de propagation au travail serait un minimum.	5/14/2020 9:05 AM
72	before COVID, I was looking forward to move to the H building. However, the situation changed to new reality. If UN is claiming that the staff is its first priority, UNOG has to go to GA, present the case and ask for redesign funds, bricolage will not help here. This is the test, if you want, to what our top managers SAY and what they DO.	5/14/2020 9:02 AM
73	Il est grand temps dans une nouvelle idée de la gouvernance que notre administration prenne en compte les aspirations légitimes de son personnel et que le Hot desking est à mettre aux oubliettes. A moins qu'il puisse nous démontrer en quoi nous serions aussi performant, autant en sécurité, autant motivé qu'aujourd'hui. Le monde de demain ne peut-être celui d'hier. Les responsables qui ont pris les décisions de batiment H ne seront pas redevables des dysfonctionnements futures comme Umoja, comme.. car ils seront déjà loin...	5/14/2020 9:00 AM
74	Je suis d'accord de déménager dans le bâtiment H à condition que certaines dispositions soient prises concernant les distances à respecter entre chaque collègues.	5/14/2020 8:53 AM
75	I am more worried about air-conditioning spreading a respiratory virus throughout a building than the open space itself. After all, many of us are already sharing offices with 3-4 other colleagues which is like mini-open spaces. If teleworking 2-3 days a week is encouraged, then we can have less desks and thus more space per employee physically in the H Building which together with partitions between desks will reduce risks. Possibly adding a new policy post Covid that states that as soon as a colleague is coughing or showing even mild flu like symptoms then they should telework if well enough to work rather than come to the office and risk contaminating others.	5/14/2020 8:49 AM
76	I am so eager to move in this beautiful and bright building!	5/14/2020 8:44 AM
77	Il est clair que tant que le virus n'aura pas disparu , pire si les masques ne sont pas obligatoires (bureau et spécialement en open space les infectiologues le disent) peu importe les mesures ce sera trop dangereux !	5/14/2020 8:28 AM
78	Au début, suivant les recommandations sanitaires, il faudra porter un mask quand on ne peut pas respecter la distance. Les gens risquent plus de s'infecter aux supermarchés qu'au travail.	5/14/2020 8:08 AM

79	This Corona crisis really played nicely into the hands of those who oppose to any change in the already grossly outdated working culture at the UN. This whole SHP debacle has been one of the most ridiculous things I've ever witnessed. Thank you for the entertainment!	5/14/2020 7:25 AM
80	I am just about willing to move the H building..... Hot desking affects most the people who start 'later' in the morning. Anyone who starts 'early' will gravitate to the same desk. Dividers may help more in absorbing noise. One desk in two feels more like 'standard' distancing recommendations. Having your 'own' desk make good sense. Should new waves of Covid-19 hit Geneva, what will be the plan to keep everyone safe? In worse case scenario, if you have less desks, will that mean less equipment for staff to take home as we have done for this 1st wave? Any form of testing expected for staff? Any chance of gauging how many people may already have had the virus? Any percentage level thought off? Had it or not to be in the UN after this 1st wave of 30% maximum?	5/14/2020 7:25 AM
81	je suis prête à déménager UNIQUEMENT si les mesures de sécurités proposées (utilisation de panneaux de séparation, utilisation d'un bureau sur deux et le droit d'utiliser un même bureau tous les jours) sont appliquées !	5/14/2020 7:12 AM
82	Open space and hot desking was a bad idea from the start which has turned into a dangerous idea.	5/14/2020 7:10 AM
83	Ofcourse this will depend on whether there is a vaccine and/or cure for the virus	5/14/2020 12:03 AM
84	Whatever precautions are taken, there will be a much higher risk of catching the virus in the open space, either directly, or via fomites or ventilation. The cumulative losses due to sick leave of staff will eventually be higher than the costs of the new building, to say nothing about daily disinfection measures	5/13/2020 10:27 PM
85	open space presents risk	5/13/2020 10:15 PM
86	Vu la situation avec le COVID 19 et les incertitudes pour le futur il me semble qu'il est nécessaire de revoir	5/13/2020 8:46 PM
87	As long as the Administration takes the necessary actions to make the open space safe and are they are held accountable for their decisions, moving to the new building can be a good thing. What is not good, is to speculate that no actions or decisions are being considered.	5/13/2020 8:44 PM
88	No Payout!	5/13/2020 7:54 PM
89	More information on what exactly is the proposed sitting arrangement in H would have been helpful. However, possibly still better than the congested and high risk 33rd floor in the Secretariat building.	5/13/2020 7:44 PM
90	I plan to continue teleworking 2 to 3 days a week and have no problem with sharing an office if I only spend half of my time there.	5/13/2020 7:14 PM
91	Cost should not outweigh the health and safety of all staff members.	5/13/2020 6:53 PM
92	Waste of funds. Member State contribution is going to diminish. People in the E building should just move there since they have elevator problems etc. instead of this musical chairs business.	5/13/2020 6:44 PM
93	1) Until there is a vaccine or an end to the pandemic the only safe solution is increased telecommuting and more frequent cleaning (made safer for the cleaners by a strict clean desk policy). 2) I am more concerned right now about 2020 than 2021. Many colleagues are in small offices shared by 2-4 colleagues with no ventilation. How can we maintain safe distancing in those offices unless only one person is in the office at a time and the rest telecommute?	5/13/2020 6:32 PM
94	Je ne comprends pas pourquoi le Conseil de coordination du Personnel n'a jamais été compris et sa parole sur les questions d'open space n'a jamais été prise en compte lors de l'élaboration du projet SHP et même après !! J'ai très bien compris par après, et surtout pendant cette pandémie de COVID-19: en fait ni le directeur de l'ONUG ni le Directeur de la Division de l'Administration qui est en charge du SHP depuis le début du projet SHP jusqu'à aujourd'hui ne sont/ sentent pas concernés par l'open space car ils n'auront jamais à partager ni l'espace, ni les bureaux, ni le matériel informatique, ni l'air qu'on respire et bien sûr ni les "microbes et virus" de tout genre! Ils auront leur propre bureau, bien fermé et bien protégé.	5/13/2020 6:24 PM
95	I am willing to move to the H building on the condition that the UN management accepts all liabilities and takes full responsibility for all/any consequences and gives staff assurances/guarantees that all appropriate steps are taken to ensure internationally recognised safety measures are diligently applied.	5/13/2020 6:22 PM

96	<p>I am already working in an openspace (E12 ICTS) where it's really difficult to concentrate and do accurate work. There's a lot of noise, people yell, speak loudly on the phone, etc. A lot of my co-worker told me to wear audio headphones but again, I don't want to wear headphone all day long and I'm not used to listen to music all day long. The air cond. is also horrible, it blows fresh air near my desk and even during spring, I'm sometimes cold. When some people have the sun on their screen computers (the ones who have near windows desk), they put the shutters down, so the WHOLE openspace gets dark so sometimes we have to switch lights on during the day...!!! -----</p> <p>----- Moving to a hotdesk environnement will worsen the situation. -----</p> <p>----- 1) Will have to share very small equipment, a mouse and a keyboard, while we, at the IT section often need more equipments (external hard drives, 2 computers, extra screen, etc). 2) Shared equipment will be dirty or deteriorated quickly. 3) First arrived first served, SO, people on early shifts will always have the best seats. 4) People on late shifts will always have the worst seats (in the middle of everybody, near corridors, toilets, etc) 5) It will be discriminating regarding someone has family duties, children, single or in couple, etc.) 6) It's encouraged to come by bike (I do so everyday, I cycle more than 10km) and there will be no shower I can't understand how a group of expert could design a such place or working with such bad conditions while me, as a building user, can put those ideas on the table.... Gimme a clue!</p>	5/13/2020 6:07 PM
97	with open space we are more expose to virus. with the nature of our work we need a quiet place as we need concentration.	5/13/2020 6:04 PM
98	Not everyone maintains the same level of cleanliness so sharing a desk is not very nice and leaves people vulnerable. Also if I may...the water closets have nothing in them to clean hands and immediately after someone cleans themselves they touch the lock and the handle possibly leaving behind unhealthy particles. There should either be a little sink in each bathroom or antibacterial wipes. Hand sanitizer is less effective if there is excess "particles" left on the hands - that would just smear it around. Thank you	5/13/2020 5:56 PM
99	In the brave new world we are currently facing, management should be brave enough to accept that decisions made in one set of circumstances need to be seriously rethought. The primary concern should be for staff welfare, not a bottom line that is frankly irrelevant given circumstances. Management should embrace this, and have a truly open dialogue with staff to rethink ways of working. Let's take a hard look at whether what has been held as conventional wisdom really applies. The private sector is certainly doing this already. Let's be ahead of them for once, rather than trotting 10 years behind.	5/13/2020 5:56 PM
100	I might be a person prefers tradition. However, I prefer the traditional way of sharing office due to many reasons, such as friendship/atmosphere of teams, privacy, internal information sharing only, etc.. Of course, virus is and might be a big challenge and risk to our health and well-being at open space setting. Thank you for your attention.	5/13/2020 5:54 PM
101	Le Conseil n'est pas honnête et ne remplit pas son devoir d'information quant à l'alternative qui nous est proposée. Elle consiste à occuper des bureaux vétustes, mal éclairés, mal ventilés, mal chauffés et entassés dans un bâtiment monumental datant du début du siècle précédent pour lequel aucun budget de réfection/rénovation/modernisation n'est prévu. C'est le destin de milliers de fonctionnaires au cours des prochaines décennies qui est en jeu, et il incombe au Conseil d'agir avec honnêteté, responsabilité et transparence conformément au mandat de représentation qu'il tient du personnel, et de travailler dans un esprit constructif, plutôt que de confrontation avec l'administration.	5/13/2020 5:49 PM
102	I think Staff Council could find better ways of wasting time then creating survey's that won't be used if the responses aren't what they expect them to be. Honestly, there are many other concerns for staff now, safety, health, working from home, family, etc. Why are you wasting time complaining about an office that may or may not be open next year. Be happy you have a job, some of us are on temporary contracts and our fellow colleagues on temporary contracts are getting cut. I have no job security, so everytime I see an email about pay cuts and open desking, it makes me even more angry that Staff Council only represents fixed staff - who already basically have jobs for life. So I guess there's nothing left to worry about than if you get your same golden seat every day or you have to share it with some other unfortunate sole. Please stop this and actually ask staff what they are worried about and how you can help them. Thank you.	5/13/2020 5:46 PM
103	It would be good to not go back to the office full-time, but to do half telecommuting or more even. For example, 2 days in the office and 3 days not.	5/13/2020 5:39 PM
104	Not willing to move to H building unless more (scientifically approved) evidence becomes available that our health is not being put at stake for mere financial reasons. For example, it would be interesting to know whether there will be air conditioning in the whole H building ? If so, despite all filters, this is the best conduit to disseminate viruses... and all other small accommodation measures envisaged (spelled out under Question 1) will be useless. Also,	5/13/2020 5:39 PM

telecommuting should not be presented as a solution - what is the purpose of working in turns from home if one's health is at risk during the time at the Palais ?

105	We need to take into consideration that we all have different health issues	5/13/2020 5:38 PM
106	Je pense qu'un environnement "open space" n'est pas propice à l'efficacité, sans parler du risque de propagation du moindre microbe en "open space" + "hot desking"	5/13/2020 5:36 PM
107	Need to have dedicated office desk, for hygiene reasons I am not willing to share my work space and have changing colleagues around me. It will allow spread of bugs everywhere. Not coming to office before this can be guaranteed for my safety.	5/13/2020 5:35 PM
108	Open space scares me in the Covid-19 context.	5/13/2020 5:35 PM
109	Willing but very hesitant. I fall into the high risk category and under the current circumstances remain quite fearful.	5/13/2020 5:33 PM
110	What choice do we actually have? ...	5/13/2020 5:31 PM
111	unless the last covid19 virus on this planet is killed or there is a new vaccine that is already administered and every person has access to it, it would be considered reckless and irresponsible for a workplace to instruct and expect employers to work in any open space planning environment. this is a high, high risk that must and can easily be avoided.	5/13/2020 5:29 PM
112	Colleagues in New York had already reported that hot-desking in an open-plan office entailed a lot more sharing of the common cold and seasonal flu. What the current crisis calls for is a rethink of the whole approach, which was mendacious anyway (packing more people into less space, elbow to elbow, was not about cutting costs, it was about "promoting collaboration" - except of course it did nothing of the sort, very much the opposite, in fact). Using half the workstations to avoid owning up to the failure of the central design feature of the CMP and SHP (the hot-desking Kool-Aid sold by unscrupulous consultants that the Administration and the Member States lapped up) would be cowardly. There is a cost to using only half a resource, and it's more honest and constructive to face that cost in a redesign.	5/13/2020 5:28 PM
113	I worked in an open-plan, hotdesk office space during the swine flu pandemic, and sick leave was very, very substantial. Hotdesking is a false economy. Some money is saved by reducing the number of desks, but these savings are wiped out by far higher absence rates due to sickness, and substantially lower productivity compared to more traditional office configurations.	5/13/2020 5:27 PM
114	UNOG can use the money it has for renovation and improvements of the existing Palais buildings, which is a unique and fantastic Cultural World Heritage (UNESCO should include it to its official list).	5/13/2020 5:24 PM
115	The health of the people should be seriously considered, in order to put in place good and distant protections. Even if no one knows how the pandemic be will evolve.	5/13/2020 5:24 PM
116	While we are willing to accept smaller working spaces, which are now very generous for ECE, in addition to short-term worries about contagion, I think an open plan structure risks severely reducing our productivity. I would prefer making better use of teleworking on a regular basis, and finding ways to take into account that many staff members can expect to spend perhaps a quarter of working time on missions, allowing their spaces to be used if needed. It is also essential that we have ample availability of smaller meeting rooms, especially if P5s and P4s with management responsibility will not have their own offices that can be used for meetings.	5/13/2020 5:21 PM
117	In order to accept moving, proposed mesures should be well explained, detailed and justified.	5/13/2020 5:19 PM
118	Concerns related to open space (regarding the facts that it does not allow staff to work as efficiently like many studies confirm, poor hygiene conditions) were raised already before COVID-19 but were ignored. COVID-19 has confirmed that open space offices are by no means appropriate work spaces and pose a risk to staff and their families and completely ignore the values of the UN.	5/13/2020 5:16 PM
119	A mon avis tant qu'il y a des risques personne ne voudra déménager et aujourd'hui il est impossible de faire une projection dans un an.	5/13/2020 5:15 PM
120	Some suggestions : Proper divider to stop aerosol particles to spread immediately at the time of unexpected sneeze or cough. Hand sanitizer / disinfectant to be placed at the entry and exit point in the office. Everyone must disinfect before entering the common office place as well as leaving the office. Placement of UVB overhead lamps to quarantine the office	5/13/2020 5:13 PM

place during the non-working hours (mid-night). Introducing "one-way" movement in the office. Immunity test of the s/m falling under the critical criteria

121	Due to recent events, and virus spread I would rather prefer not to move to building H. Another reason is that, for health reasons, I always need to open the windows.	5/13/2020 5:12 PM
122	craint la proximité des bureaux en openspace	5/13/2020 5:12 PM
123	Je préférerais ne pas avoir à travailler dans un open space mais comme nous n'aurons pas le choix, autant se préparer psychologiquement.	5/13/2020 5:11 PM
124	I am not willing to work in an place that - by any public health safety requirements - will not be safe for me and my colleagues. No panel will make a safe barrier to germs - COVID or others - as long as many people will be moving in the same open space and will breath the same air, continuously circulating through the climatisation system	5/13/2020 5:10 PM
125	Staff opinion hasn't been considered in SHP process since day one. In post-Corona situation, the H building layout and hotdesking design are, quite frankly, ridiculous and absurdly dangerous.	5/13/2020 5:09 PM
126	I have always believed that open space and hotdesking are not conducive to staff being able to work efficiently and even decreases face-to-face communication, which has been proven in studies, see article below from Forbes. The Covid-19 virus is another very negative and unsafe aspect of open space and hotdesking. https://www.forbes.com/sites/jiawertz/2019/06/30/open-plan-work-spaces-lower-productivity-employee-morale/#3151b77b61cd	5/13/2020 5:08 PM
127	Having experience working in a open space I might say that given the type of activities the secretariat is performing, the open space noise/lack of privacy/rotational desk policy is not going to improve neither productivity or communication. Now, even more with the current situation, the disadvantages of an open space plan are brought to the attention of us all intensifying our worries if such move is wise and will actually bring any benefits.	5/13/2020 5:08 PM
128	COVID-19 is likely to be around for at least the next year, so it just wouldn't be safe. Even when this virus is gone, others will come. They spread very quickly in open plan offices. I know, because I used to work in one.	5/13/2020 5:07 PM
129	With sufficient freedom to make use of teleworking when we request it, and with the continued special protection of people at particular risk (not only of covid-19 but of any infectious disease that may spread in offices), I have no issue with open office space and hotdesking.	5/13/2020 5:07 PM
130	I wrote that i am ready to move, but only if we have to and temporarily. Certainly not permanently.	5/13/2020 5:07 PM
131	We have just been informed about the measures taken by UNOG to allow for a safe return to the office starting 8 June. I cannot see how some of these measures would be implemented in an open space configuration. While we are hoping to avoid a second wave of the pandemic, the further development is impossible to predict for autumn and winter. Moving to open space may therefore put all staff concerned at an increased risk of infection. The situation would be different if there was a vaccine available, but this looks highly unlikely by the beginning of next year.	5/13/2020 5:06 PM
132	La nature de mes fonctions, font que le bâtiment H n'est pas la localisation intelligente. En plus de cela s'ajoute aujourd'hui la question du COVID-19 face aux espace de travail ouverts.	5/13/2020 5:06 PM
133	Open seating was never a good idea.	5/13/2020 5:05 PM
134	Even with separators and using the same place, Under the present circumstances (COVID-19 pandemic not over) I am not willing to work in the hotdesking place that has been planned for UNECE staff. I prefer to work from home as I am a person at risk. It would be good to have the choice, it should be only on a voluntary basis. Thanks,	5/13/2020 5:05 PM
135	Open space has been known to be counter-productive, now that private sector has experimented with this for few years. I do not know why UN is insisting in this now outdated measure. Flexible work time, combined with teleworking is much more suited to the current environment.	5/13/2020 5:04 PM
136	Current situation (COVID-19) shows that the spread of viral diseases will be more prevalent in an open space area. Being in a vulnerable category it makes me highly apprehensive to go in H building. I also believe that SHP and management should take lessons from the COVID-19 situation and ensure that staff health is paramount importance.	5/13/2020 5:04 PM

Survey on moving to the H building Enquête sur le déménagement dans le bâtiment H		SurveyMonkey
137	It's clear that the building would have been designed differently post-covid. Further, we probably don't need the space anymore as we will be working from home much more. So why not just review the entire space requirements on the basis of one closed office per person and rent out the H-Bldg to accredited organizations/missions with access to the Palais, instead of putting our safety at risk? The same should apply to NYHQ.	5/13/2020 5:03 PM
138	The most exposed spaces are not the offices, but toilets (!!!), potable water dispensers, elevators, lobbies and other places regularly attended by a big number of people. In S building this number is however restricted to adjacent offices. Using the same deck should not only be a right, it should be mandatory.	5/13/2020 5:03 PM
139	I am under long term treatment with an immunosuppressor therapy, and cannot take the risk of being infected, as I could have relatively high chances of developing serious symptoms and end up to the hospital... So, I would like to keep working in an individual office or, in alternative, working from home until a vaccin will be available.	5/13/2020 5:03 PM
140	let s all get back to work	5/13/2020 5:02 PM
141	vu les problèmes de virus, aujourd'hui le COVID, demain ce sera un autre. Et que le batiment sera en open space sans poste fixe je ne vois pas comment on pourrais mettre des staffs dans un tel environnement.	5/13/2020 5:01 PM
142	The suggested measures do not seem to be enough to protect from viral infections, or address any other concerns (possibility concentration, mental well-being etc.)	5/13/2020 5:01 PM
143	Although there will be security measures that may be put in place, there will still be a high number of staff in one big open room which definitely does increase the spread of any infections.	5/13/2020 5:01 PM
144	In addition to lower productivity, the open space will drastically increase the risk to virus infections, including the COVID-19 impact on all staff. It may be even not according to the rules of Switzerland for keeping a distance of 2 meters.	5/13/2020 5:00 PM
145	Already before the COVID crisis, numerous scientific studies have demonstrated the various negative effects of open offices, including but not limited to, health and performance of staff.	5/13/2020 5:00 PM
146	I do not mind having issues moving to H building however in the context of viral spread I am a bit scared in case of gastro epidemic that there will be enough toilets	5/13/2020 5:00 PM
147	With moving into a "New Normal" reducing staff at any time in the offices, we could reduce on-site presence to a point at which we do not even need the new building. It would make sense to move those entities into the new building that come from outside the Palais and have to give up their space (e.g. OHCHR)	5/13/2020 5:00 PM
148	I will resign before moving into a dangerous space, especially for cost reasons.	5/13/2020 4:59 PM
149	It's enough for one person to be the asymptomatic carrier of Covid-19 to spread the virus in an open space set up to all, regardless on how many barriers are put in place. Open space remains open space.	5/13/2020 4:59 PM
150	Things are still uncertain. Implement in phases and take into account the telecommuting numbers to extend distancing of desks.	5/13/2020 4:59 PM
151	The mere fact of being in an open space seems to be rather risky bcs of covid, and not taking into account the other disadvantages	5/13/2020 4:58 PM
152	The right thing to do when building an office is to make the work space MODULAR, so that today's decisions (open space) may be changed into something different at minimal costs, because it was planned from the start to allow different configurations. People can be for or against open space, but nobody can know what the prevailing model will be in 10 years, therefore build MODULAR !	5/13/2020 4:57 PM
153	They should provide new plans on the distribution of workspace before making any decision. Their decision affects our lives, not theirs. It's easy to decide when it is not your life that is at risk. The decision makers should be asked first if they are willing before asking the general public.	5/13/2020 4:57 PM
154	Noisy, now prone to virus transmission, lack to some little privacy, lack of belonging as you cannot put any of your personal stuff behind. Just not good	5/13/2020 4:57 PM
155	Open floor plan and hot-desking are not productive, do not provide normal working conditions and unsafe in the current situation	5/13/2020 4:56 PM
156	Je souhaite avoir une information complète sur l'organisation des bureaux et du temps de travail avant le déménagement	5/13/2020 4:56 PM

157	I think the office I am working now is not better than the new work space in the new building	5/13/2020 4:56 PM
158	As documented in several reports submitted by staff representatives before the SHP took form, open space is not a safe/viable option for various reasons: working conditions, health, etc.	5/13/2020 4:56 PM
159	No hotdesking would considerably improve the situation.	5/13/2020 4:55 PM
160	I do not think it is safe to be working in open space in the light of COVID 19. This should not even be an option.	5/13/2020 4:55 PM
161	All I can hope for is 3 days/week telecommuting.	5/13/2020 4:54 PM
162	I am in a serious risk group. This MUST be taken into account.	5/13/2020 4:54 PM
163	Having previously worked in "open office" environments I found them distracting, intrusive, non-confidential and detrimental to a good working environment.	5/13/2020 4:54 PM
164	I don't understand the rationale of the new building and the open space is definitely not suited to our new normal.	5/13/2020 4:53 PM
165	I think that it is premature to think of moving people to common spaces when that is precisely what is being avoided. I'd say first see how distancing goes when returning back to work and only THEN you will be able to prepare for the move to a smaller open space.	5/13/2020 4:53 PM
166	Conditions sanitaires ne sont pas clairement définies.	5/13/2020 4:53 PM
167	Staff are the main assets of the organization hence the risk related to staff health and working conditions should be taken into account.	5/13/2020 4:53 PM
168	The Staff Council should redirect its energies somewhere else and let the SHP proceed.	5/13/2020 4:53 PM